

FEB 25 2015

**BEFORE THE BOARD OF EDUCATIONAL EXAMINERS  
OF THE STATE OF IOWA**

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In the matter of:	)	BOEE Case No. 14-89
	)	
<b>SARA KRZYCZKOWSKI,</b>	)	
(Folder # 360497)	)	<b>STIPULATION AND ORDER</b>
	)	
Respondent.	)	

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In accordance with the provisions of Iowa Code sections 17A.12(5) and 272.2(4) and 282 IAC 11.4(6), and with full knowledge of the right to demand a formal hearing before the Board upon the pending complaint prior to the imposition of sanction upon her license, the Respondent expressly waives the right to a disciplinary hearing and notifies the Board of her desire to resolve the pending complaint through means of informal disposition.

The Respondent concedes the jurisdiction of the Board for all issues relevant hereto and voluntarily consents to the State's counsel presenting this agreement to the Board with the terms provided. If the Board does not accept the terms of this agreement, the disciplinary hearing will be rescheduled and the stipulations contained herein are not binding upon the Respondent and will not be presented against her at the time of hearing without further agreement of the Respondent.

Board approval of this settlement shall constitute resolution of this matter and will be entered as a FINAL ORDER of the Board.

**STIPULATIONS**

1. Respondent holds a MASTER EDUCATOR LICENSE (FOLDER # 360497) with the following endorsements: 5-12 American History; 5-12 World History; 5-12 All Social Sciences; and 5-8 Middle School Generalist. Respondent's license is current and will next expire on February 28, 2017. Respondent also holds an expired initial administrator license, an expired class A license, an expired substitute authorization, and an expired conditional license.

2. Respondent was initially employed by the West Des Moines Community School District beginning on March 6, 2004 as a substitute teacher. Subsequently, beginning August 18, 2004, she was assigned to teach 8th grade social studies. She remained employed there until her resignation effective January 11, 2013.

3. On July 28, 2014, the Board of Educational Examiners received a complaint against Respondent alleging various violations.

4. On October 8, 2014, the Board found probable cause to proceed to hearing based upon the facts set forth herein and delineated in Section D. of the Statement of

Charges in this matter. The Board charged Respondent with soliciting, encouraging, or consummating a romantic or otherwise inappropriate relationship with a student, in violation of Board rule 282 Iowa Admin. Code 25.3(1)(e)(4).

5. Investigation revealed Respondent began a close relationship with "Student A" in the summer before the 2008-2009 school year when student was a senior in high school. Respondent, a junior high teacher, did not have Student A in her class or building, but taught her in junior high years earlier. Respondent and Student both described their relationship at that time as a mentor and mentee; however, the relationship exceeded the boundaries of an appropriate teacher-student relationship because it was overly close.

### **SETTLEMENT AGREEMENT**

6. This Combined Notice of Hearing, Settlement Agreement, and Final Order constitutes the final resolution of a contested case proceeding and shall have the force and effect of a disciplinary order entered following a contested case hearing.

7. In order to resolve this matter without proceeding to hearing, Respondent agrees to the following conditions:

- a. Respondent agrees her license shall be subject to a SUSPENSION for a minimum period of ONE YEAR. Respondent's suspension shall expire at the end of ONE YEAR or the satisfactory completion of the conditions of subparagraphs 7(c) and (d), whichever is later. Respondent's suspension shall be DEFERRED so long as Respondent complies with the conditions of subparagraphs 7(c) and (d).
- b. Respondent accepts a WRITTEN REPRIMAND.
- c. Respondent agrees to successfully complete at least fifteen contact hours in "Ethics for Educators." This course is offered by the ISEA and local AEAs. Respondent is responsible for all costs associated with the completion of the educational course. Respondent shall provide the Board with proof of completion of the Ethics for Educators course within four (4) months of the Board's acceptance of this Stipulation.
- d. Finally, Respondent agrees to undergo a psychological evaluation that includes an assessment of her ability to establish and maintain appropriate student-teacher boundaries within THREE MONTHS of the Board's acceptance of this Stipulation. The evaluation shall be performed by a licensed mental health professional selected by Respondent, with prior approval of the Board's Executive Director. Respondent shall provide the Executive Director with her selection of a mental health professional within THIRTY (30) DAYS of the Board's acceptance of this Stipulation. Respondent shall provide the mental health professional a copy of this Stipulation and Order prior to the psychological evaluation. Respondent

shall ensure the Board receives a copy of the evaluation report from the approved mental health professional within THIRTY (30) DAYS of the completion of the psychological evaluation. Respondent shall comply with any recommendations for treatment and/or training resulting from the evaluation and must successfully complete any recommended boundaries counseling. Respondent is responsible for all costs of the evaluation and any treatment and training.

### **LICENSEE DECLARATION**

I understand that this Stipulation and Order is subject to the approval of the Board and will have no force or effect if it is not accepted by the Board.

I understand State's counsel will present this Agreement to the Board *ex parte*.

I agree to comply with the requirements set forth in the stipulations and understand that my failure to do so will result in the indefinite suspension of my Master Educator license.

I understand that this Stipulation and Order is a public record, which will become part of my permanent licensure file and will be available for public inspection and reproduction.

I understand that my name will be added to the national clearinghouse database kept by the National Association of State Directors of Teacher Education and Certification (NASDTEC).

February 11, 2015  
Date

Sara Krzyczkowski  
Sara Krzyczkowski, Respondent

## ORDER

IT IS THE FINAL ORDER OF THE IOWA BOARD OF EDUCATIONAL EXAMINERS that:

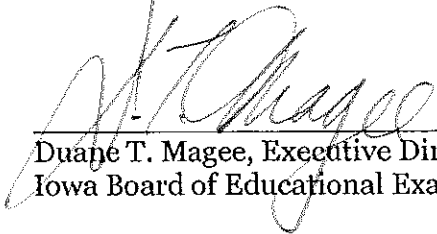
1. Respondent's conduct constitutes a violation of the Code of Professional Conduct and Ethics governing the teaching profession. Respondent is **REPREMANDED** and her license is **SUSPENDED** for a minimum period of **ONE YEAR**. The suspension is **DEFERRED**, pending the completion of the requirements of paragraph 2 and 3. Respondent's suspension shall expire at the end of **ONE YEAR** or the satisfactory completion of the conditions of paragraphs 2 and 3, whichever is later. The suspension shall be imposed by Order of the Executive Director should Respondent fail to meet the requirements of paragraphs 2 and 3.

2. Respondent shall successfully complete at least fifteen hours in "Ethics for Educators." Respondent is responsible for all costs associated with the completion of the educational course. Respondent shall provide the Board with proof of completion of the Ethics for Educators course within four (4) months of the date of this Order.

3. Respondent shall undergo a psychological evaluation that includes an assessment of her ability to establish and maintain appropriate student-teacher boundaries within **THREE MONTHS** of this Order. The evaluation shall be performed by a licensed mental health professional selected by Respondent, with prior approval of the Board's Executive Director. Respondent shall provide the Executive Director with her selection of a mental health professional within **THIRTY (30) DAYS** of this Order. Respondent shall provide the mental health professional a copy of this Stipulation and Order prior to the psychological evaluation. Respondent shall ensure the Board receives a copy of the evaluation report from the approved mental health professional within **THIRTY (30) DAYS** of the completion of the psychological evaluation. Respondent shall comply with any recommendations for treatment and/or training resulting from the evaluation and must successfully complete any recommended boundaries counseling. Respondent is responsible for all costs of the evaluation and any treatment and training.

4. In determining the appropriate sanction to impose in this case, the Board has considered the nature and seriousness of the allegations as well as mitigating circumstances.

Dated this 11<sup>TH</sup> day of March, 2015.

  
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Duane T. Magee, Executive Director  
Iowa Board of Educational Examiners

Copies to:

Sara Krzyckowski  
RESPONDENT

Christy A.A. Hickman  
ATTORNEY FOR RESPONDENT

Renner K. Walker  
ATTORNEY FOR THE STATE